any time, but employers as a class were not convinced until workmen's compensation laws placed the burden directly on them. Similarly, most employers will not see the value of keeping their forces steadily employed as long as most of the burden of unemployment is borne by the worker. Moreover, the assumption that irregular employment does not pay the employer is quite often unwarranted. In highly seasonal trades, such as women's clothing, employers often find it more profitable to manufacture high priced garments of the latest styles for only a few months of the year rather than to work the year around on cheap garments, because big profits on the former more than offset the losses of long slack seasons.

W. M. Leiserson.

Toledo University.

Minimum Wage Legislation in Australasia. By Paul Stanley Collier. Reprinted from Appendix VIII of the *Fourth Report of the New York Factory Investigating Commission.* (Albany: J. B. Lyon Company, Printers. 1915. Pp. 1845-2268.)

Owing to the fact that it appears as an appendix to a voluminous public document and is therefore not likely to be separately mentioned in publishers' lists and library catalogues, it is to be feared that this valuable monograph, written as a doctor's dissertation at Columbia University, will escape the notice of many persons interested in the movement for a minimum wage. It furnishes the most complete account of the Australasian efforts to regulate wages and working conditions by means of compulsory arbitration courts and wages boards that has yet appeared in the English language. While Dr. Collier has not visited Australia and New Zealand and his book lacks that familiar touch with the administrative workings of the laws which comes only to the field investigator, he has had access to practically all the literature, official and otherwise, dealing with his subject and has supplemented the information gained in this way by interviews and correspondence with public officials in Australia and others who have had first-hand knowledge of the laws and their administration. He has thus succeeded in a remarkable way not only in his presentation of the facts concerning minimum wage legislation but in his appreciation of the significance of the important changes in laws and of the effects of court decisions. A careful reading of

the monograph has enabled the reviewer to note only a few important errors in the statement of facts or to question only a few of the author's conclusions.

The title of the monograph is inadequate. A reader interested in compulsory arbitration as a means of lessening strikes would hardly expect to find here a treatment of such legislation and its results, although the author has discussed fully all the subjects covered by the arbitration courts, not merely their work in establishing a minimum wage. In view of the great importance of the Commonwealth Arbitration Court's decisions in furnishing standards for other tribunals, it is surprising that the author compressed his account of its work into 19 pages while allotting approximately 100 pages each to New Zealand, New South Wales, and Victoria.

When Dr. Collier states (p. 1931) that "more than one determination [of a Victorian wages board] has been carried to the Commonwealth tribunal" he probably does not mean what he says, as obviously no such appeal can be taken. He probably means that wage-earners dissatisfied with the boards' determinations have, at times, by joining with workers in other states, succeeded in creating an industrial dispute extending beyond the boundaries of a single state and have thus got their case before the Commonwealth Court. Again, when the author says (p. 1963) that the maritime strike of 1890 was "the only strike of far-reaching effect in which New Zealand has ever engaged" he either overlooks or underestimates the more recent and more serious strike of 1913, described by Professor Le Rossignol in the pages of this REVIEW (vol. IV, p. 293). When the statement is made (p. 2004) that there were a few strikes during the early history of the arbitration act in New Zealand and mention is made of five such, the impression is clearly conveyed that these strikes were in violation of the compulsory arbitration act whereas none of them was covered by the act.

Mr. Collier expresses the opinion (pp. 2076, 2078) that the important changes made by the New South Wales Arbitration act of 1912 in the method of constituting boards and in providing the machinery for conciliation have on the whole worked successfully. In this matter his judgment runs counter to that of Mr. George S. Beeby, the author of the act, who, in his testimony before the *Royal Commission of Inquiry on Industrial Arbitration in the State of New South Wales* (1913) confesses his disappointment

with the practical outcome of both the above-mentioned changes. In quoting from a recent decision of Mr. Justice Heydon words which indicate a failure of the policy of imposing moderate fines on strikers, Mr. Collier probably wrongly interprets the words of the court to mean that in its opinion drastic penalties are likely to be more successful. What the court intended to do was to warn strikers that it had the power to impose heavier fines for disobedience of the law and of court awards. The policy of attempting to repress strikes by means of imprisonment and heavy fines was thoroughly tried in New South Wales under the act of 1908 and its amendments and this policy has been abandoned. Judges of arbitration courts in Australia and New Zealand do not entertain the hope that strikes will be prevented by the imposition of drastic penalties. Much more is likely to be accomplished, in their opinion, by denying to unions whose members participate in strikes the many benefits which accrue to unionists from arbitration court awards.

Another mistaken inference by the author is his statement (p. 2239) that it is a confession of weakness in the wages boards legislation that South Australia and Queensland have recently enacted compulsory arbitration acts. It can not, however, be a fault of a statute that it did not prevent what it did not undertake to prohibit. The lessening of strikes under wages board legislation is purely an incidental result. The adoption of compulsory arbitration by South Australia and Queensland, on the other hand, is explicable on entirely different grounds. Finally, the author's conclusion (p. 2251) that "in Australia, although not in New Zealand, hostility to the principle of regulating wages by law has now died away" draws a distinction between the two countries which is entirely unwarranted. The principle of regulating wages by law is accepted as completely in New Zealand as it is anywhere in Australia and the dissatisfaction of trade-unionists with some of the awards of the New Zealand Court should not lead one to suppose that either employers or employees generally have any idea of abandoning such legislation.

I have called attention to these erroneous conclusions because they are just the mistakes which any student is likely to make who views such legislation from a distance. They do not detract from the general trustworthiness and high merits of the study which Mr. Collier has made.

The monograph has an excellent summary and a good bibliography.

M. B. HAMMOND.

Ohio State University.

NEW BOOKS

BARNES, C. B. *The function of public employment offices.* (Albany, N. Y.: Bureau of Employment. 1916. 7c.)

BARNES, C. B. *The longshoremen.* (New York: Survey Assoc. 1915. Pp. 307. $2.)
To be reviewed.

BEYER, D. S. *Industrial accident prevention.* (Boston: Houghton Mifflin. 1916. Pp. 421. $10.)

BULKLEY, M. E. *Establishment of legal minimum rates in the box-making industry under the Trade Boards act of 1909.* Introduction by R. H. TAWNEY. (London: Bell. 1916. Pp. 108. 1s. 6d.)

COHEN, J. H. *Law and order in industry.* (New York: Macmillan. 1916. Pp. xvii, 292. $1.50.)
To be reviewed.

COMMONS, J. R. and ANDREWS, J. B. *Principles of labor legislation.* (New York: Harper. 1916. Pp. 524. $2.)
To be reviewed.

HEDGES, A. C. *Wage worth of school training. An analytical study of six hundred women-workers in textile factories.* Teachers College, Columbia University, contributions to education, no. 70. (New York: Teachers College, Columbia Univ. 1915. Pp. xvi, 173.)
To be reviewed.

MOTE, C. H. *Industrial arbitration, a world-wide survey of natural and political agencies for social justice and industrial peace.* (Indianapolis: Bobbs-Merrill. 1916. $1.50.)

RANKIN, M. T. *Arbitration and conciliation in Australasia. The legal wage in Victoria and New Zealand.* (London: Allen & Unwin. 1916. Pp. 192. 5s.)

ROCKEFELLER, J. D., JR. *The Colorado industrial plan.* (New York, 26 Broadway. 1916. Pp. 94.)
Includes a copy of the plan of representation and agreement adopted at the coal and iron mines of the Colorado Fuel and Iron Company; also a reprint of an article on "Labor and Capital—Partners" from the *Atlantic Monthly* for January, 1916, and two addresses delivered by Mr. Rockefeller in Colorado in 1915.

SANDERS, W. S. *Trade unionism in Germany.* (London: Fabian Soc. 1916.)